

STATE CARPENTRY APPRENTICESHIP ADVISORY COMMITTEE

Tuesday, April 16, 2013

North Central States Regional Council of Carpenters
5202 Monument Lane
Madison, WI

DRAFT MINUTES

| <u>Members Present</u> | <u>Employer/Organization</u> |
|--|---|
| Balza, Darleen | Wisconsin State Council of Carpenters |
| Bohne, Hunter | Stevens Construction Corp. |
| Kramer, Mark | Northern WI Regional Council - Carpenters |
| Perez, Al | Milwaukee Southern Wisconsin District Council of Carpenters |
| Scott, Mark | Milwaukee Southern Wisconsin District Council of Carpenters |
| Summer, Mert (Co-Chair) | Northern WI Regional Council - Carpenters |
| <u>Members Absent</u> | <u>Employer/Organization</u> |
| Hamann, Steve (Co-Chair) | Hamann Construction Company |
| Schmidt, Mark | C.G. Schmidt |
| Scholz, Barry | Oscar J. Boldt Construction |
| Wellenstein, Bart | Wellenstein & Sons, Inc. |
| <u>Consultants & Guests</u> | <u>Employer/Organization</u> |
| Belanger, Wayne | Associated Builders and Contractors |
| Kiel, Todd | Northeast Wisconsin Technical College |
| Morgan, Karen | Bureau of Apprenticeship Standards |
| SCheldroup, Bob | Bureau of Apprenticeship Standards |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Weisling, Joe | Southeast Wisconsin Carpenter Training Center |

-
1. The meeting was called to order at 10.00 a.m. by Co-Chair Mert Summers in conformity with the Wisconsin Open Meeting Law. Introductions were made.
 2. A sign-in sheet was circulated to record those in attendance.
 3. The minutes of September 19, 2012, were approved as written.

4. OLD BUSINESS

a) SAGE Update

- SAGE Personnel Change: Palle Pedersen is the new SAGE grant manager. He replaces Bill Goff, who accepted a permanent position with the Department of Administration. Palle is responsible for the grant budget, supportive service and the grant close-out. Contact Palle at 608-266-5135 or palle.pedersen@dwd.wisconsin.gov.
- SAGE Concludes on June 30, 2013. Supportive Services are available for income-eligible apprentices and journey workers until May 31, 2013.
- SAGE Purchases: The Carpenter training centers have concluded and have been reimbursed for all their purchases.
- Journey Worker Upgrade Sessions: Owen Smith reminded the committee that, as part of receiving SAGE training items, the training centers agreed to make at least some of the training items available to journey workers through upgrade sessions until the end of the grant period. Owen asked the training coordinators whether they have upgrade sessions scheduled. Joe Weisling reported that welding classes that utilize the virtual welder will begin again at the end of April. The class will include apprentices and journey workers. Joe will submit a SAGE Individual Information form to BAS for each journey worker who completes the course.
- Supportive Services: Owen Smith asked members how supportive services were working for apprentices and journey workers, and whether any difficulties occurred. Members reported positive feedback: many apprentices and journey workers received supportive services without difficulty.
- SAGE Technical Assistance Visit: A third-party contractor will conduct a technical assistance visit with SAGE staff in Madison on May 1. BAS might ask grant recipients to volunteer to discuss the benefits of SAGE to your program. Joe Weisling and Wayne Belanger volunteered.

b) Local Activities

- Joe Weisling reported that the Southeast Wisconsin Carpentry Training Center hosted a symposium on insulated concrete forms, conducted by a Canadian vendor, Objiwa Concrete and the Operating Engineers. Participants trained on the forms, and discussed the pros and cons of both the old and new forms. At a different meeting, the SEWCTC will be recognized by Lincoln, the manufacturer of the virtual welder, in a nationally distributed brochure. SEWCTC has received many inquiries about how the virtual welder works for the program.

c) Updating Local Standards

- Most local committees have completed their local standards and submitted them to BAS. The remaining committees are close to completing them.

d) Outreach Update

- Outreach Campaign to Manufacturing was launched by BAS in April. The campaign targets the industrial sector which has frequently cited a skills gap and lack of qualified workers and, like the construction sector, will soon face the retirement of much of the 65-year-old workforce without a sufficient population turning 18, the earliest age of an entry-level worker. The campaign call-to-action encourages more manufacturers to invest in the future of their unskilled workers by training them through the apprenticeship program rather than through skill-specific boot camps.

Manufacturing jobs are increasing, as is interest in manufacturing apprenticeships. Tool and Die and maintenance programs are blossoming because a lot of work is coming back from China. Many new manufacturing sponsors are interested in the new Welder-Fabricator apprenticeship.

- Outreach Campaign to K-12: Through the Advisory Council, BAS developed a series of brochures on the educational value of an apprenticeship and careers in the skilled trades; target audiences include students, parents, teachers and technical colleges. The material was included in a mass mailing by the Department of Public Instruction to superintendents and heads of the school boards. The Bureau is awaiting feedback from the mailing.

The campaign includes the following: "Get your degree in doing" billboards in Green Bay, Madison, Milwaukee and Wausau; and a public service announcement emphasizing the value of an education in the skilled trades not just a four-year degree; three videos on the value of apprenticeship training; news events with Secretary Newson; news releases posters; post cards; flash drives; and adhesive cloths to wipe smart phones.

- Al Atkinson has enrolled six new minority individuals from the TRANS program into the apprenticeship program.
- Joe Weisling reported that his organization is working with the WI Department of Public Instruction to establish a contacts list for interest apprenticeship applicants that would list apprenticeship contacts by sector and trade. His organization is also delivering affirmative action training for all apprentices and offering it to journey workers through night school.

e) Other

- Mark Scott inquired about legislation introduced and endorsed by the Labor Committee that would allow employers forced with making financial cuts to reduce employees' hours rather than lay off employees. Karen Morgan stated that this practice exists in the construction sector, and trumps bargaining agreements that state the employer must lay off employees rather than cut the hours of more senior employees. However, Karen believes this legislation was geared more towards the manufacturing sector.
 - As a result of this discussion, BAS will research proposed legislation on this topic and potential changes to workers compensation insurance, and present updates on both at the fall meeting.

- Members inquired about proposed legislation that would change reduce unemployment from 26 weeks to 13 weeks. Karen encouraged members to contact their legislative officials to provide input on the bill before it is passed.

5. NEW BUSINESS

a) 2014 Apprenticeship Conference

Karen Morgan distributed the “Call for Conference Workshop Proposals for Wisconsin’s 26th Biennial Apprenticeship Conference.” The theme of the Conference is “The Apprenticeship Solution: Meeting the Challenge.”

The four broad workshop tracks are:

1. Challenge of a Changing Workforce – Potential topics:
 - Population shortages
 - Worker & Skill shortages
 - Generational Differences
 - Technology
2. Challenge of Partnership in Workforce Development – Potential topics:
 - Introductory "101" workshops to help audience understand more about a program, such as Apprenticeship, WIA, Youth Apprenticeship, DPI, WTCS
 - Continuation of Collaborate for Success Initiative
3. Challenge of Regulation and Policy – Potential topics:
 - Apprenticeship Regulations
 - Child Labor Laws
 - UI Benefits (apprentice and sponsor perspective)
 - Licensing (Barbering & Cosmetology, Electrical, Plumbing, etc.)
4. Challenge of Awareness & Outreach – Potential topics:
 - Working with the K-12 System
 - Recruitment of Apprenticeship Sponsors

Attendance at the 26th Biennial Apprenticeship Conference will include the 1) Workforce Development community which includes Workforce Development Boards, Community Based Organizations, WIA Service Providers, Job Service employees, and Economic Support; the 2) Education Community including K-12 teachers, principals, counselors, board members and Wisconsin Technical College System employees, and 3) the Apprenticeship Community including employers, members of employer associations, labor and employees.

DWD Secretary Newson asked BAS to broaden the scope of the 2014 Conference to include a greater variety of topics, audiences and speakers. Karen asked committee members to contact her with suggestions for topics and workshops. The deadline for submissions is June 3.

The conference will be an agenda item for the fall meeting.

6. WTCS Update

Todd Kiel reported that several technical colleges and independent training centers are working at developing outreach efforts with high schools across the state to introduce students to the trade and apprenticeship.

7. Carpentry Update

- Three-hundred forty-two apprentices and 128 employers are currently participating in the program. The apprentice total is down substantially from 486 apprentices last fall, and is the lowest total in a gradual decline since 2009.
 - Owen Smith asked committee members to consider additional data and graphical presentations that would help members comprehend the state of the programs and make more informed decisions. BAS will acquire new reporting software this summer that be capable of presenting more data in more ways. For example, BAS will bring to the fall meeting a line graph of annual employer totals from 2000 – 2013.
 - Members suggested a comparative historical fact or statistic, such as the average work hours for the average apprentices; or presenting the new web reporting capabilities so members can brainstorm using examples.
 - As a result of this discussion, BAS will consider the suggestions; email members a link to a presentation on the latest employment projections for the construction industry by the DWD Office of Economic Advisors; and invite Chief Economist Dennis Winters to present at the fall meeting.
8. The next State Carpentry Advisory Meeting is tentatively scheduled for Thursday, September 26, 2013, at 10:00 a.m. at Steven's Construction in Madison.
9. The meeting was adjourned at 11:41 a.m.

Submitted by Owen Smith, Acting Recorder